

2005 FNS LINC

Nourishing Tomorrow's Leaders and Practitioners

California WIC Career Development
and WIC-Based Dietetic Internship
Project: *Successful Solutions for
Addressing the Shortage of Culturally Diverse
Registered Dietitians*

Recruitment and Career Development Strategies to Increase RDs in WIC Agencies

Carol Chase, MS, RD, CLE, Chief
Nutrition and Breastfeeding
Education and Training Section
WIC Supplemental
Nutrition Branch
cchase1@dhs.ca.gov



California **WIC**

Improving the Nutrition & Health

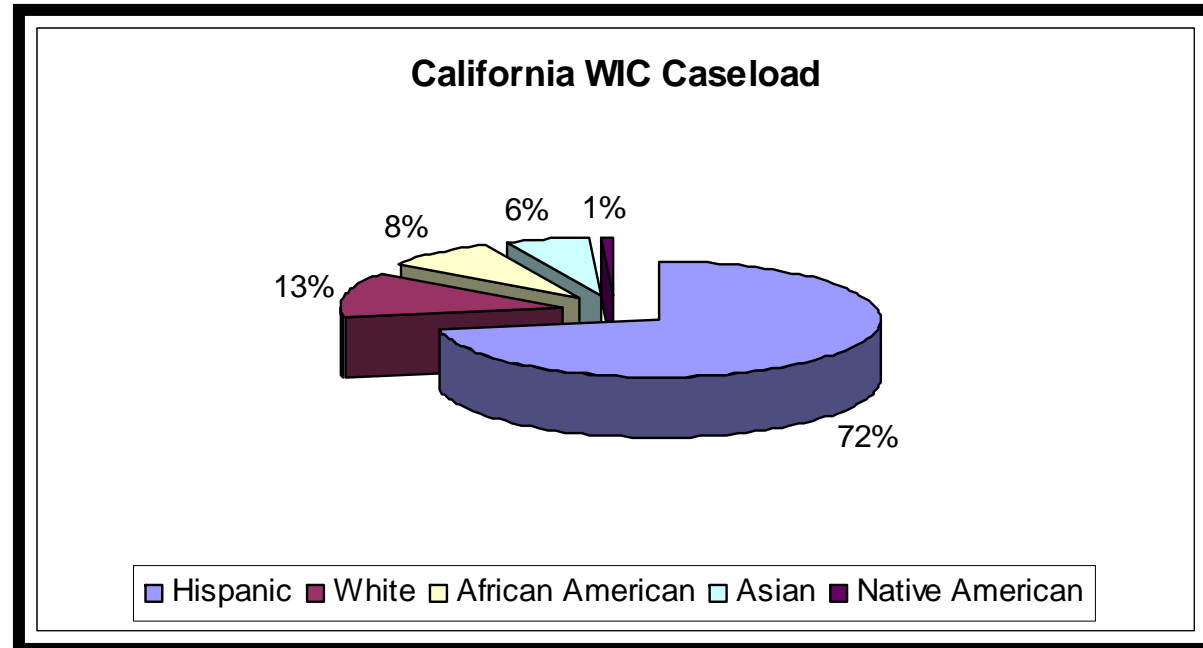
of OVER 1.3 million **Women
Infants &
Children**



For information about California WIC Programs go to: www.wicworks.ca.gov
or call 1-855-WIC-WORKS (1-855-942-9675)
WIC is an equal opportunity program.

GROWING DIVERSITY

- California: largest WIC Program with 82 local agencies serving over 1.3 million participants monthly.
- As state population becomes more diverse, disparity in the number of culturally diverse registered dietitians available to provide quality nutrition services increases.



California WIC 2000 Strategic Plan

Provide the best customer service and quality participant-centered education in order to improve the health and well-being of WIC families in California.



Recommendations

- Increase the quantity, quality, and diversity of nutrition educators.
- Promote access to a larger pool of culturally diverse RDs.

Outcomes

- Increase the number of WIC-based Dietetic Internships.
- Create a Statewide Career Development Coordinator to provide statewide technical assistance to local agencies.

WIC Dietetic Internships



Central Valley WIC, Consortium 2004-----

Clinica Sierra Vista WIC, 2001-----

Northeast Valley Health WIC, 2001-----

Public Health Foundation WIC, 1996-----

San Diego WIC, Consortium 2003-----

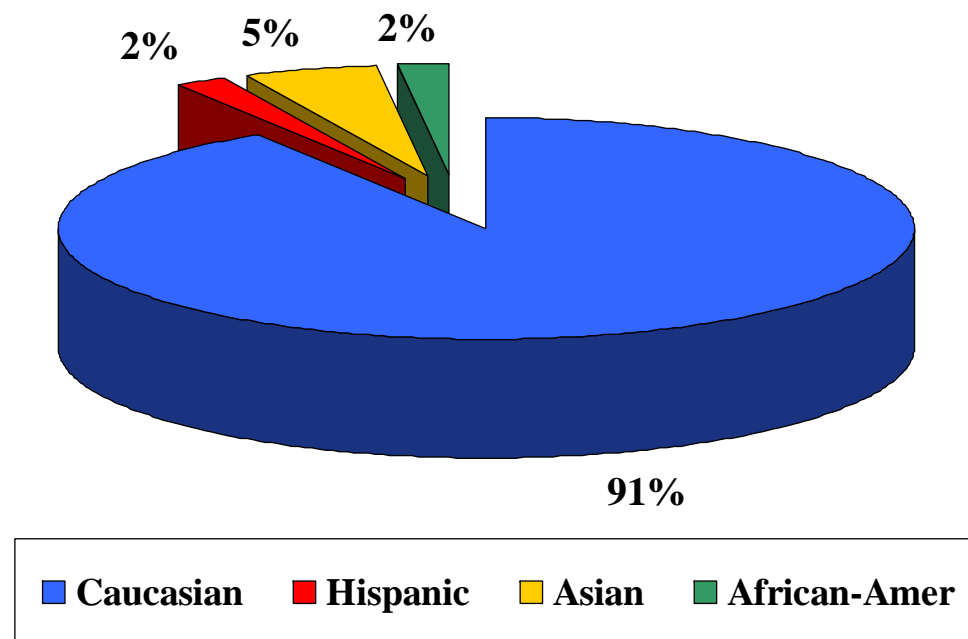
Statewide Career Development Coordination

Nancy Nesa, MA, RD
Career Development
Coordinator
nnesa@projects.sdsu.edu



U.S. Registered Dietitians (RDs) 2004 American Dietetic Association Report

- 11,000 Students enrolled in Dietetics Program
- 25% Become RDs each year
- Diversity of RDs unchanged since 1997



Barriers To Completing RD Requirements

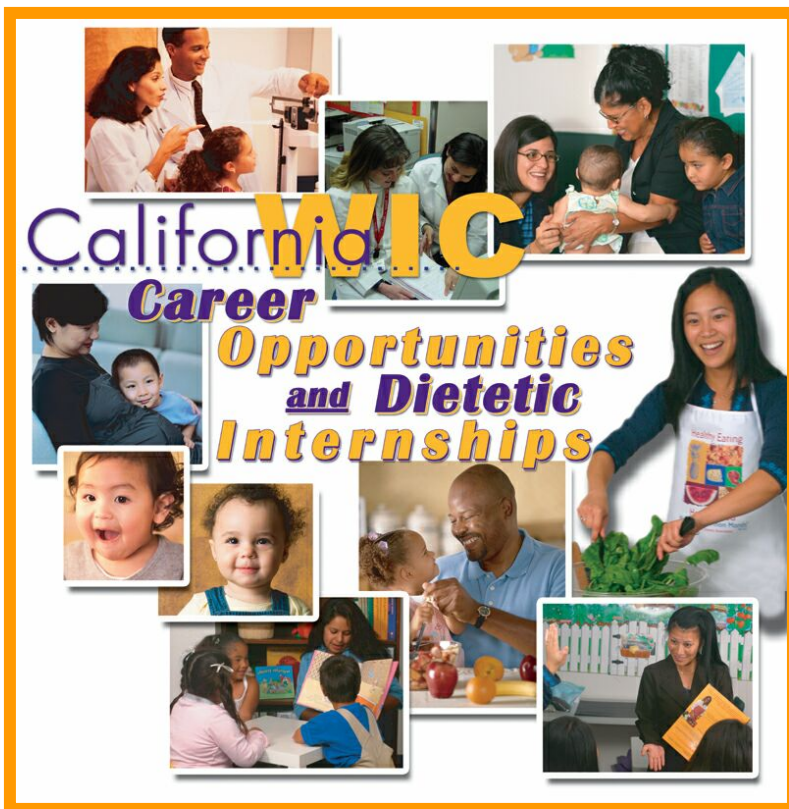
- Limited number of expensive and highly competitive internships.
- Few funding sources for dietetic internships and full time programs are not compatible for working students.
- Admissions criteria may be a detriment to working, minority, and disadvantaged students.



Project Objectives

- Train at least 20 WIC interns each year with culture and language skills through accredited WIC-based dietetic internships.
- Assist eligible WIC employees to successfully pass the registration exam for dietitians.
- Retain 65% employment in WIC programs for at least two years after becoming RDs.
- Maintain a pool of qualified dietetic intern applicants with at least one year of WIC work experience through recruitment and outreach activities.

APPROACHES



Career Development & Training:

- Mentor employees in dietetic internships
- Offer part-time employment and the California Nutrition Corps scholarship
- Link employees to local and online/distance education
- Provide RD exam study assistance

Recruitment:

- Promote WIC employment to graduates from dietetic programs
- Provide community nutrition experiences for dietetic students and interns

OUTCOMES

Career Development & Training:

- Between 1997-2004, 66 WIC interns graduated and 42% passed the RD exam
- After implementing the RD Study Program 18 months ago, 82% of WIC interns and 9 other WIC employees passed the RD exam
- 12 more employees entered distance dietetic internships

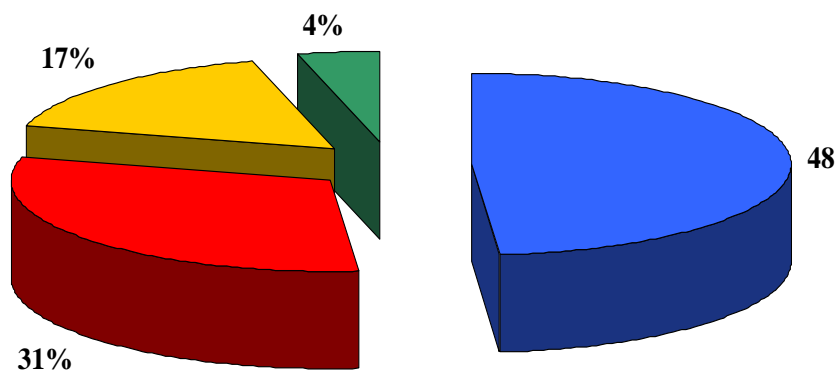
Recruitment:

- Agencies participating in WIC dietetic internships report recruiting benefits
- WIC agencies hire a greater number of degreed nutritionists today

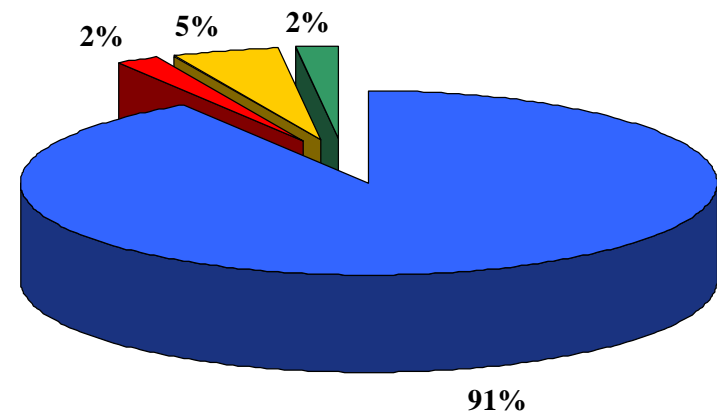
Retention:

- 66% continue to work for WIC more than 2 years after obtaining RD
- Helping employees accomplish their career goals fosters commitment and retention

Diversity of graduates from California WIC dietetic internships compared to all U.S. Registered Dietitians (RDs)



■ Caucasian ■ Hispanic ■ Asian ■ African-Amer



■ Caucasian ■ Hispanic ■ Asian ■ African-Amer



Growing Careers With WIC

Nourishing Tomorrow's Leaders